

CAN YOU RISE TO THE CHALLENGE?

Kingspan Graduate Management
Development Programme



Who we are >>>

Why we need graduates >>>

What we offer >>>

Who we are currently seeking >>>

Personal Development >>>

Kingspan Products >>>

Graduate Profiles >>>

How to apply >>>

» With energy usage in buildings accounting for almost half of our total primary energy consumption, the challenge is to provide energy efficient buildings to help alleviate future environmental damage. «

Kingspan are looking for committed graduates, from varied disciplines with good business potential, to help us do just that.

CAN YOU RISE TO THE CHALLENGE?

Who we are

Kingspan Group was founded in the late 1960s as a small engineering business by Eugene Murtagh who was later joined by his brother Brendan in the early 1970s. Initially involved in the manufacture of steel frame buildings and structural sections, Kingspan subsequently began the manufacture of environmental products.

The 1980s saw the Group expand into the manufacture of insulated panels and insulation products, establishing numerous production facilities across the UK and Ireland.

The Group floated on the Irish Stock Exchange in 1989.

Through organic growth and key acquisitions during the 1990s, Kingspan added manufacturing facilities and sales operations in the UK, Benelux, Germany, Poland, Hungary and Czech Republic, providing greater geographic diversity and market opportunity. During this time, large scale expansion occurred across the Group's main business operations.

Since 2000, the Group has continued to grow through further expansion and select acquisitions, entering the access floor sector in both the UK and USA and the insulated panel and insulation markets in North America, Australia, Singapore and India.



Today, with an increasing focus on global energy consumption, there is a growing awareness of the role that construction techniques and building envelope systems play in alleviating future environmental damage. Kingspan, as a global leader in high performance, energy efficient solutions for the construction and property markets, is recognised the world over for its innovative and environmentally sustainable products and net-zero energy building solutions.

Why we need graduates

Kingspan Group offers you a unique environment – one where you will grow your skills and further your knowledge every day. Today, and in the future, we face considerable challenges, both in business and environmentally, but there are fantastic opportunities out there too. That is why we are looking for talented and creative people today to help us meet the challenges of tomorrow.

We are looking for graduates, from varied disciplines and with good business potential, across the range of our activities. Whether you want to be a future business leader or an expert in your chosen discipline, our graduate programme will help you build the skills and capabilities you need.

- ▶ What we offer
- ▶ Who we are currently seeking
- ▶ Personal Development
- ▶ Kingspan Products
- ▶ Graduate Profiles
- ▶ How to apply



What we offer

Your objectives will be clear and you alone will take responsibility for achieving them within an agreed time-frame.

You could be based in Ireland or the UK. Equally, you could be asked to go further afield and work from, for example, Poland, Australia or the United States.

Depending on the nature of your role, you may have to undertake business travel.

To find out more about working for Kingspan as a Graduate Management Trainee, why not visit our website www.kingspan.com and follow the links from the Home page (Careers >> Graduate Recruitment >> Graduate Profiles).

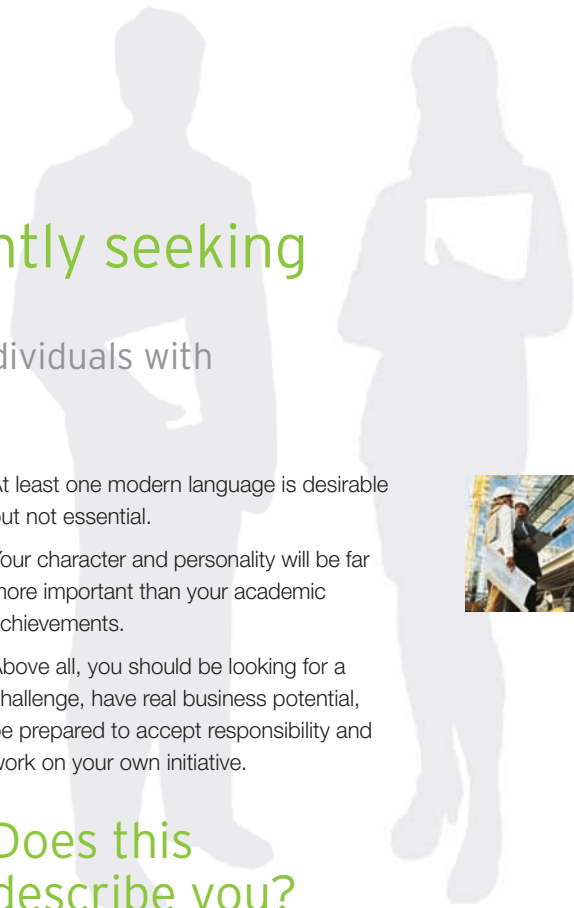
The initial phase of your career development will last between 12 and 18 months. By this stage, you will have demonstrated your ability and acquired a good working knowledge of the business.

After that, we'll jointly decide on the next steps in building your career with us.

Extensive Package and Benefits available

- >> Competitive salary
- >> Excellent Bonus Scheme
- >> Pension Scheme
- >> Attractive Holiday Entitlement
- >> Health Insurance
- >> Mobile Phone / Laptop
- >> Business Travel
- >> Comprehensive Training & Development

Please Note: Individual package to be itemised in contract on a per person basis.



Who we are currently seeking

We would like to hear from individuals with the following backgrounds:

- » **Business** (Commerce, Business Studies, Marketing, Finance etc.)
 - » **Engineering** (Chemical, Process, Mechanical, Manufacturing, Structural)
 - » **Science** (Physics, Chemistry, Materials Science)
 - » **Information Technology**
- either at Primary or Postgraduate Degree levels.

Applications will also be welcome from individuals with other backgrounds who are completing a postgraduate business-related course.

At least one modern language is desirable but not essential.

Your character and personality will be far more important than your academic achievements.

Above all, you should be looking for a challenge, have real business potential, be prepared to accept responsibility and work on your own initiative.



Does this describe you?

Personal and Professional Development

As a Kingspan Group Graduate Management Trainee, you will participate in:

- » 'Local' induction (when your career with us commences) by way of introducing you to your new base;
- » 'Group' induction (some weeks later) to provide you with a broad understanding of the Group, its business and plans;
- » A Development Programme, designed specifically for the Graduates, to build your interpersonal and business skills;
- » (Technical) Inputs as appropriate to assist your technical / professional development in your specific role or assignment.

Throughout, you will have on-going contact with your immediate manager to review your progress and discuss any issues of concern on either side.

Your development, achievements and growth matter to the Group.



- Kingspan Products
- Graduate Profiles
- How to apply

Kingspan Products

Insulated Panels»

Kingspan are global leaders in the design and manufacture of insulated roof, architectural wall and façade systems that offer designers and architects unlimited choice to create energy-efficient buildings that deliver 'signature' architectural and aesthetic impact.

Controlled Environments»

Controlled Environment panel systems are designed specifically for use within temperature controlled and hygiene safe environments such as, food processing, deep freeze, cold / chill store and clean rooms for bio-technology and pharmaceutical industries.

These **FIREsafe**, hygienic and fibre-free insulated panel systems are suitable for internal and external walls, roofs and ceilings, including internal 'box within a box' applications, and offer all the usual benefits of Kingspan's insulated panel systems.

Structural Façades»

Kingspan Architectural Façade Systems provide an extensive palette of façade combinations through a wide array of external materials, finishes, colours and textures.

This range of options makes it possible for designers to develop imaginative aesthetic concepts which enhance the built environment.

Structural»

Kingspan manufacture a comprehensive range of structural systems, including cladding support purlins and rails, composite floordecking, suitable for all building types up to any height.

Insulated Door Panels and Accessories»

Kingspan manufacture a comprehensive range of high quality insulated sectional door panels and accessories for both residential and non-residential building applications.

These components are incorporated into completed sectional door assemblies through approved partner organisations, who provide a complete supply, installation and aftercare service package.

Insulation»

Kingspan manufacture a range of premium and high performance rigid insulation products for use in the construction and related industries. Our products divide into two categories; namely, insulation boards for roofs, walls and floors, and insulation products for HVAC ductwork.

Engineered Timber Systems»

Kingspan is a Leading provider of zero and low carbon solutions to both the private and public sector. Offering a range of highly insulated and air tight building fabric systems, with the capacity to exceed ever increasing regulatory requirements.

Environmental»

Kingspan are market leaders in providing waste and surface water management and conservation solutions for sustainable drainage (SuDS), rainwater harvesting and off-mains effluent treatment systems.

Solar and Renewables»

Kingspan's strategic move towards low and zero carbon technologies includes solar thermal (vacuum tube or flat plate) hot water package solutions, solar cooling solutions, solar photovoltaic (thin film tandem) systems and air source heat pumps, all of which are suitable for new or existing building integration.

Raised Access Floors»

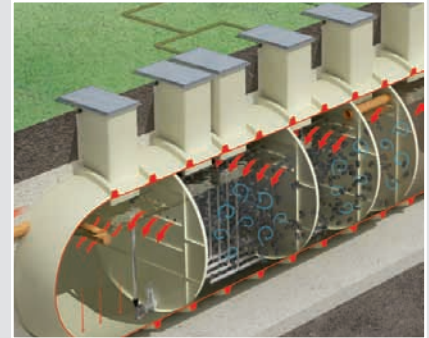
Kingspan access floor systems deliver immediate cost benefits by providing office space flexibility, improving indoor air quality, reducing energy consumption and lowering building slab-to-slab height. As a result access floors with underfloor air conditioning, wire and cable distribution have become a standard solution for commercial buildings.



Insulated Panels



Insulated Door Panels and Accessories



Environmental



Controlled Environments



Insulation



Solar and Renewables



Structural and Structural Façades



Engineered Timber Systems



Raised Access Floors

Graduate Profiles >>

How to apply >>



Graduate Profiles

Kingspan are seeking enthusiastic individuals who can show initiative and who can make a real difference to our business. Do you fit the bill? Here's a selection of current graduates in the business, who are making significant contributions.



Maurice Murphy

Chemical Engineer
Kingspan Insulation (The Netherlands)

B. Eng (Honours) in Chemical & Process Engineering – Cork Institute of Technology

Started with Kingspan in 2005

During 2006 and 2007, I worked on the installation of a new production line in Castleblayney, Co. Monaghan. Here I gained vast experience in project work and plant commissioning – working within a close knit team to deliver the project from concept through to commissioning, on-time and on-budget.



Louise Foody

Marketing Manager
Kingspan Insulated Panels (North America)

B. Comm and Italian – N.U.I. Galway
MSc. in Marketing Practice – UCD Michael Smurfit School of Business

Started with Kingspan in 2005

Since I joined Kingspan's Graduate Programme, I have had challenging project work and comprehensive development opportunities. The pace at which the company operates is a great platform for building a young career.



Darragh McEntee

Business Systems Analyst
Kingspan Offsite (UK)

B.Sc. (IT) – N.U.I. Galway

M.B.S. (E-Business) – U.C.D. Michael Smurfit School of Business

Started with Kingspan in 2006

Since joining Kingspan Offsite in 2006 I have worked across Ireland and the UK on an array of IT and Business projects. Working alongside the IT team and departmental managers, I have been responsible for delivering effective IT solutions and business processes, with the ultimate goal of integrating all of our information systems and working towards the implementation of one efficient ERP solution that will meet the business requirements of our division.



Peter Turley

**Research and Development Engineer
Kingspan Insulated Panels (Ireland)**

MEng Mechanical and Manufacturing
Engineering – Queens University, Belfast

Started with Kingspan in 2006

I am part of the Research and Development team for the Kingspan Insulated Panels division. This is an incredibly diverse role providing opportunities to work in each stage of the product development process, from initial design through to product certification. The R&D centre is also dedicated to the continual improvement of our existing product line in an effort to optimise manufacturing efficiency, product installation practices and most critically, on-site product performance.



Cathal D'Arcy

**Mechanical Engineer
Kingspan Insulated Panels (Canada)**

B. E. (Honours) in Mechanical
Engineering – University College Dublin

Started with Kingspan in 2006

Kingspan is a very progressive and dynamic company to work for. The pace is fast and the work is interesting. In such an environment, initiative and enthusiasm are essential, with great satisfaction coming from working on big projects.

In a company which is growing at such a fast pace, early responsibility is a strong possibility. Having previously worked in Operations / Engineering Design of the Raised Access Floors Division in the U.S.A., I have now moved on to work on a single large project in the insulated panels Division in Canada.

I am presently project manager on the construction and commissioning of a new insulated panel manufacturing facility. My role as a Project Manager offers challenges and the work is both interesting and diverse. It gives me exposure to technical elements, allowing me to use my engineering knowledge, while also developing managerial, interpersonal and financial skills.

The graduate network in Kingspan is very strong, with great rapport between graduates from various intakes. The youth and dynamism among the grads creates a culture of openness with everyone willing to help each other out on projects and give opinions/input as necessary. I have many life friends who are also colleagues as a result.

My time with Kingspan to date has offered me a wonderful opportunity to gain a detailed working knowledge of business, and living abroad has proved to be a great experience.



Craig McGarry

**Operations Manager
Kingspan Door Components (Belgium)
Insulated Panels Division**

BA, BAI in Mechanical and
Manufacturing Engineering –
Trinity College, Dublin

M.Eng (Diplome D'Ingenieur) in
Mechanical Engineering Design – INSA
Lyon, France

Started with Kingspan in 2007

Kingspan seeks to implement a market leading strategy by simultaneously developing all facets of its business, from commercial service through to production efficiency. Such a strategy gives graduates from all disciplines a great opportunity to forge a strong career with Kingspan.

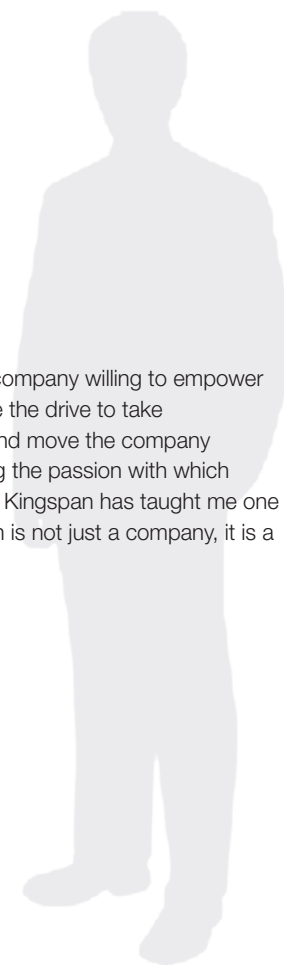
I started in Kingspan as a Divisional Project Engineer deployed in Belgium. This role involved a diverse range of engineering tasks – varying from capital expenditure evaluations to technical process applications. Within one year I rose to the position of Engineering Manager where

I played a key role in a large project involving the expansion and renewal of existing production lines with the aid of the divisional engineering team whilst also managing day to day preventive and curative maintenance.

I had fulfilled the role of Engineering Manager for approximately 9 months when I was promoted to Production Manager of the panel factory. This role involved human resource management, problem solving, material management and scheduling amongst other tasks. After one and a half years as Production Manager I was offered the role as Operations Manager of the KDC site. This role involves the operational management of the site from Purchasing, Production and Quality to Health and safety, Engineering and Chemicals.

As I progressed through my different roles with Kingspan, adequate training was provided to ensure I had the tools to succeed. As part of the Insulated Panels Division I am also able to call upon the abilities, knowledge and vast experience of people within the division.

Kingspan is a company willing to empower those that have the drive to take responsibility and move the company forward. Seeing the passion with which people work at Kingspan has taught me one thing, Kingspan is not just a company, it is a mentality.



How to apply



Mel Courtney

**Operations Director
Kingspan Renewables (GB)**

**MEng Mechanical and Manufacturing
Engineering – Queen's University,
Belfast**

Started with Kingspan in 2005

I joined the Graduate programme in September 2005 as a process engineer in the technical team with Kingspan Environmental in Northern Ireland, where the majority of my contribution was project based. Aside from engineering experience the Graduate Management Development Programme gave me an insight into the commercial and financial aspect of projects and the ability to assess the economic benefit of the project outcome. As a Graduate with Kingspan I have had the opportunity to attend training courses, exhibitions and seminars. In addition to this there is a more structured generic training course for all the graduates that confirm Kingspan's desire for our personal and professional development.

In August 2006 I was appointed the role of Site Manager for the manufacturing plant in Portadown. My first 6 months in this new position involved training which the company provided through the Irish Management Institute. In addition to the formal training the divisional support which was made available to me proved very helpful in this new role.

In 2008 I was part of the project team responsible for amalgamating four sites in Ireland into one larger site. I was then promoted to Site Manager of this plant, the largest rotational moulding facility in the UK.

In June 2010 I was given the opportunity to work in the Renewables business unit and I moved into my current role as Operations Director for Kingspan Renewables in GB. I am primarily based in Wakefield, West Yorkshire but am responsible for five manufacturing sites across England. I oversee a management team that is accountable for all operational functions including purchasing, production, quality, H&S, supply chain and R&D. The most interesting part of the role is providing an input to the strategy and investment plan for our business unit.

For self motivated graduates and aspiring managers looking for a company where they will get responsibility and accountability, Kingspan will meet all your expectations. You will be afforded the opportunity to develop your leadership, communication and problem solving skills among an array of experienced members of the Kingspan workforce

The dynamism of the Environmental and Renewables Division continues to be a motivating factor for me and I look forward to the challenges and opportunities in my future with Kingspan.



Anne Marie O'Toole

**Marketing Manager
Kingspan Insulated Panels (France)**

B.Comm and French – N.U.I. Galway

**MSc. in International Business and
CEMS MIM – UCD Michael Smurfit
School of Business**

Started with Kingspan in 2007

Kingspan is a rapidly expanding multinational company, which for me, was a major attraction. The company is continuously looking towards the future, entering new markets and expanding their product portfolios. As a result, there are exceptional career opportunities.

So far I have been exposed to some of the international Kingspan insulated panels businesses. I spent three months in the well-established Dutch and Belgian offices. This was a great initial learning experience - with the different management styles, business processes and product offerings.

Since January 2008 I have been based in the new French offices in Lyon. This was a major opportunity to get involved in the setting up a completely new sales office right from the beginning. As a result, I was involved in the whole commercial process from CRM systems, to project tracking, to the marketing launch of Kingspan Insulated Panels in France. This role as Marketing Projects Co-ordinator greatly developed my skill-set in terms of managing others as well as setting and achieving objectives.

In addition it gave me the opportunity to use my French studied in University.

In my current role as Marketing Manager has allowed me to develop further professionally being involved in various marketing campaigns, exhibitions, conferences and seminars, market research to position Kingspan Insulated Panels as a leader in the French building envelope insulation market. Kingspan is continuously striving to be at the forefront of insulation technology, as well as adapting products for the market needs and regulatory requirements.

Having support and guidance from every aspect of the business, including high level management has been very important in order to progress and develop. Further to the training that is provided at the beginning of the programme, Kingspan have been very supportive of additional development days that I felt I needed.

I have no doubt that the work I will be doing will be equally, if not more challenging and interesting in the future. Kingspan supports entrepreneurial spirit and provides motivated graduates with the opportunities to excel within the business.



How to apply

How to apply



Simply visit the Kingspan Group's website at

www.kingspan.com

and download the application form. Once completed, you should return it directly to the Company, either by e-mail to graduate@kingspan.com or by letter post to Kingspan Group plc, Dublin Road, Kingscourt, Co. Cavan, Ireland.

Alternatively, online applications can be submitted via our website.

Every application received will be considered on its merits and all will receive a prompt reply.

Those invited to initial interview will be seen as promptly as possible.

From this process will emerge those candidates who will go through to the next, and final stage.

This will take the form of panel interviews conducted by a number of the Group's Executive Directors and Senior Executives.

»» CLOSING DATE FOR APPLICATIONS

The closing date for all applications is Sunday February 12th 2012.

Successful applicants will start their careers with Kingspan in late Summer / early Autumn 2012.



Kingspan Group plc
Dublin Road, Kingscourt, Co. Cavan, Ireland
Telephone: +353 42 969 8000 Fax: +353 42 966 7501
Email: graduate@kingspan.com

www.kingspan.com